



Agency for New Americans

Promoting Self-Sufficiency for Refugees

1614 West Jefferson Street • Boise, Idaho 83702

Hire a refugee – a reliable & dedicated worker – at your Company

Boise, ID

December 2011

The Agency for New Americans (ANA) is a refugee resettlement agency

- » ANA is a non-profit organization that resettles about 230 refugees* a year in Idaho
- » Provides refugees with ongoing language and acculturation training to ensure their long-term stability and success in their new environment
- » Helps prepare them for, locate and secure employment

Goal → Assist refugees in becoming **self-sufficient and productive** citizens

*Applicable to refugees who have agreed to be part of ANA's resettlement program



Refugees are survivors of great adversity seeking stability

- » They are individuals or families that have been forced to leave their homeland due to war, religious persecution or racial conflicts and cannot go back. They fall under the purview of UNHCR (UN High Commissioner for Refugees)
- » Come from many countries, including Afghanistan, Burma, Congo, Iraq, Somalia etc.
- » On arrival in the US, they go through security clearance by the Department of Homeland Security and are given full employment authorization



ANA helps prepare refugees for their new life

- » Provides extensive training which includes:
 - > Job Class: a 10 week orientation program to prepare refugees for employment in the US
 - > Job Lab: a hands on approach to finding employment
 - > English as a Second Language (ESL) classes
 - > Vocational training classes



- » Helps with job searches and placements

Hiring a refugee may qualify your Company for tax incentives & financial savings

» Work Opportunity Tax Credit

- > Many Idaho refugees qualify businesses for a federal tax credit of up to \$2,400. The amount a Company may claim depends on the hours of employment

» On the Job Training

- > The Idaho Department of Labor pays up to 50% of a refugee's salary up to \$5,000 for an agreed upon period of training to learn a new job or skill

» Work Experience Program

- > The Idaho Department of Labor pays the full salary for up to 520 hours of supplemental employment for a refugee
- > Company gets an extra set of hands without the obligation to fulfill a permanent position



Hiring a refugee also brings higher retention rates

- » Refugees have a strong work ethic and level of dedication
- » Have appropriate immigration status & authorization to work
 - > Also have security clearance by Homeland Security
- » Available immediately to fill vacancies
- » Add to cultural diversity

ANA can help with streamlining of the hiring process:

- > Working with Company to find the right fit
- > Helping complete all necessary paperwork, including providing paperwork to Company for applicable tax credits & savings
- > Providing interpretation services, if needed



A refugee can fit in multiple roles in your Company

- » General Labor
- » Assembly line work
- » Technical & Mechanical work
- » Housekeeping
- » Janitorial & Cleaning services



Refugees have proven to be → Hardworking, honest & trustworthy; punctual & reliable; dedicated and most importantly **wanting to succeed!**